

Applicant or Patentee: Christopher R. Hall and Joseph L. Welsh
Serial or Patent No.: Not yet known
Filed or Issued: Not yet known

For: Method and System for Enabling Workers to Communicate
Anonymously With Their Employers

**VERIFIED STATEMENT (DECLARATION) CLAIMING SMALL ENTITY
STATUS (37 CFR 1.9(f) and 1.27(c))-SMALL BUSINESS CONCERN**

I hereby declare that I am an official of the small business concern empowered to act on behalf of the concern identified below:

FULL NAME SecureTell, Inc.
ADDRESS 9101 Green Tree Road
Philadelphia, PA 19118

I hereby declare that the above identified small business concern qualifies as a small business concern as defined in 13 CFR 121.3-18, and reproduced in 37 CFR 1.9(d), for purposes of paying reduced fees under Section 41(a) and (b) of Title 35, United States Code, in that the number of employees of the concern, including those of its affiliates, does not exceed 500 persons. For purposes of this statement, (1) the number of employees of the business concern is the average over the previous fiscal year of the concern of the persons employed on a full-time, part-time, or temporary basis during each of the pay periods of the fiscal year, and (2) concerns are affiliates of each other when either, directly or indirectly, one concern controls or has the power to control the other, or a third-party or parties controls or has the power to control both.

I hereby declare that rights under contract or law have been conveyed to and remain with the small business concern identified above with regard to the invention, entitled Method and System for Enabling Employees to Communicate Anonymously With Their Employers by inventor(s) Christopher R. Hall and Joseph L. Welsh described in the specification filed herewith.

If the rights held by the above identified small business concern are not exclusive, each individual, concern, or organization having rights to the invention is listed below and no rights to the invention are held by any person, other than the inventor, who could not qualify as a small business concern under 37 CFR 1.9(d) or by any concern that would not qualify as a small business concern under 37 CFR 1.9(d) or by any concern that would not qualify as a nonprofit organization under 37 CFR 1.9(e).

FULL NAME _____
ADDRESS _____

Individual Small Business Concern Nonprofit Organization

I acknowledge the duty to file, in this application or patent, notification of any change in status resulting in loss of entitlement to small entity status prior to paying, or at the time of paying, the earliest of the issue fee or any maintenance fee due after the date on which status as a small entity is no longer appropriate. (37 CFR 1.28(b)).

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful false statements may jeopardize the validity of the application, any patent issuing thereon, or any patent to which this verified statement is directed.

Name of Person Signing	Christopher R. Hall
Title of Person Signing	President
Address of Person Signing	SecureTell, Inc. 9101 Green Tree Road Philadelphia, Pennsylvania 19118

SIGNATURE C. Hause **Date** 10/3/2000

PATENT**COMBINED DECLARATION AND POWER OF ATTORNEY**

As a below-named inventor, I hereby declare that:

My residence, post office address, and citizenship are as stated below next to my name.

I believe I am the original, first, and sole inventor (if only one name is listed below) or an original, first, and joint inventor (if multiple names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled **Method And System For Enabling Workers to Communicate Anonymously with Their Employers**, the specification of which is being filed under the above-identified Attorney Docket Number.

I hereby state that I have reviewed and understand the contents of the above-identified specification, including the claims, as amended by an amendment, if any, specifically referred to in this oath or declaration.

I acknowledge the duty to disclose all information known to me which is material to patentability as defined in Title 37, Code of Federal Regulations, § 1.56(a).

PRIORITY CLAIM

I hereby claim foreign priority benefits under Title 35, United States Code, § 119 of any foreign application(s) for patent or inventor's certificate listed below and have also identified below any foreign application for patent or inventor's certificate having a filing date before that of the application on which priority is claimed:

None

I hereby claim the benefit under Title 35, United States Code, § 119(e) of any United States provisional application(s) identified below:

Provisional Patent Application No. 60/237,447 Filing Date: 10/03/00

I hereby claim the benefit under Title 35, United States Code, § 120 of any United States application(s) listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States application in the manner provided by the first paragraph of Title 35, United States Code, § 112, I acknowledge the duty to disclose all

information known to me to be material to patentability as defined in Title 37, Code of Federal Regulations, § 1.56(a) which became available between the filing date of the prior application and the national or PCT international filing date of this application:

None

POWER OF ATTORNEY

As a named inventor, I hereby appoint the following attorneys jointly and each of them severally, with full power of substitution, delegation, and revocation, to prosecute this application, to make alterations and amendments therein, to receive the patent, and to transact all business in the Patent and Trademark Office connected therewith:

Steve Mendelsohn	Reg. No. 35,951
Ian M. Hughes	Reg. No. 41,083

I hereby direct that all correspondence and telephone calls in connection with this application be addressed to:

Steve Mendelsohn
Mendelsohn & Associates, P.C.
1515 Market Street, Suite 715
Philadelphia, Pennsylvania 19102
Telephone: (215) 557-6657
Facsimile: (215) 557-8477
Customer No.: 22186

DECLARATION

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

SIGNATURES

Full name of 1st inventor: Christopher R. Hall

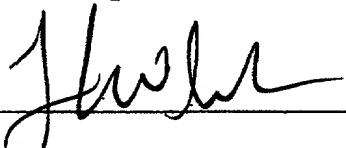
Inventor's signature _____ Date _____

Residence: Philadelphia, Pennsylvania

Citizenship: U.S.A.

Post Office Address: 9101 Green Tree Road
Philadelphia, Pennsylvania 19118

Full name of 2nd inventor: Joseph L. Welsh

Inventor's signature  Date 2/20/01

Residence: Alexandria, Virginia

Citizenship: U.S.A.

Post Office Address: 5908 Bing Court
Alexandria, Virginia 22315

PATENT

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Philadelphia, Pennsylvania 19102
Telephone: (215) 557-6657
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SIGNATURES

Full name of 1st inventor: Christopher R. Hall

Inventor's signature  Date 2/15/01

Residence: Philadelphia, Pennsylvania

Citizenship: U.S.A.

Post Office Address: 9101 Green Tree Road
Philadelphia, Pennsylvania 19118

Full name of 2nd inventor: Joseph L. Welsh

Inventor's signature _____ Date _____

Residence: Alexandria, Virginia

Citizenship: U.S.A.

Post Office Address: 5908 Bing Court
Alexandria, Virginia 22315

ASSIGNMENT AND AGREEMENT

For value received, I, as a below-named inventor:

Christopher R. Hall of ***Philadelphia*** in the State of Pennsylvania,
Joseph L. Welsh of ***Alexandria*** in the State of Virginia,

hereby sell, assign, and transfer to SecureTell, Inc., a corporation of the State of Delaware, having an office at 9101 Green Tree Road, Philadelphia, Pennsylvania 19118, U.S.A., and its successors, assigns, and legal representatives, the entire right, title, and interest, for the United States of America, in and to certain inventions related to **Method And System For Enabling Workers to Communicate Anonymously with Their Employers** described in an application for Letters Patent of the United States, identified using the same Attorney Docket No., and all the rights and privileges in said application and under any and all Letters Patent that may be granted in the United States for said inventions; and I also concurrently hereby sell, assign, and transfer to SecureTell the entire right, title, and interest in and to said inventions for all countries foreign to the United States, including all rights of priority arising from the application aforesaid, and all the rights and privileges under any and all forms of protection, including Letters Patent, that may be granted in said countries foreign to the United States for said inventions.

I authorize SecureTell to make application for such protection in its own name and maintain such protection in any and all countries foreign to the United States, and to invoke and claim for any application for patent or other form of protection for said inventions, without further authorization from me, any and all benefits, including the right of priority provided by any and all treaties, conventions, or agreements.

I hereby consent that a copy of this assignment shall be deemed a full legal and formal equivalent of any document which may be required in any country in proof of the right of SecureTell to apply for patent or other form of protection for said inventions and to claim the aforesaid benefit of the right of priority.

I request that any and all patents for said inventions be issued to SecureTell in the United States and in all countries foreign to the United States, or to such nominees as SecureTell may designate.

I agree that, when requested, I shall, without charge to SecureTell but at its expense, sign all papers, and do all acts which may be necessary, desirable, or convenient in connection with said applications, patents, or other forms of protection.

Christopher R. Hall

Date: _____

United States of America)

State of) ss.:

County of)

On this _____ day of _____, 20____, before me personally came ***Christopher R. Hall***, to me known to be the individual described in and who executed the foregoing instrument, and acknowledged execution of the same.

Notary Public

Joseph L. Welsh

Date: February 20, 2001

United States of America)

State of ^{of} at Washington, DC) ss.:
County of ,

On this 20th day of January,
Joseph L. Welsh, to me known to be the individual de-
instrument, and acknowledged execution of the same.

same.  
G. Verne H. Park
Notary Public

100 registration expires November 30 2005